

PHA EUROPE ANNUAL REPORT 2023

INCOME

Membership fees	1.510,85	
Grants	568.944,26	
		<u>570.455,11</u>

EXPENSES

Core costs

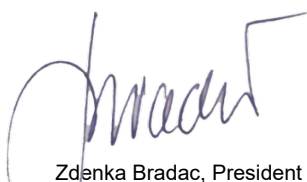
Insurance	1.122,88	
Tax consulting, book-keeping, legal advice	12.094,40	
Costs of events	7.146,83	
Advertising	160,07	
Office IT	6.383,31	
Office rent, postage	29.468,61	
Salaries	43743,03	
Membership fees	1.743,00	
Travel expenses	5.892,99	
Consultants	35.331,28	
Depreciation	3.535,36	
Bank charges	1.574,35	
		<u>148.196,11</u>

Costs of activities and projects

Mariposa / Publications / Overhead	9.180,37	
APHEC / GAM / Board and Staff Meetings / Overhead	149.285,41	
WPHD / Awards / Overhead	40.580,28	
Fellowship	94.357,26	
Advocacy / Overhead	30.217,22	
CBP / Overhead	19.471,65	
White Spot / Overhead	0,00	
Bel Air Club / Overhead	34.824,93	
Social Media/ Website Development / Overhead	59.106,47	
Campaigns	0,00	
		<u>437.023,59</u>

Financial Result in Euro

-14.764,59


Zdenka Bradac, President


Tuulia Nikulainen, Treasurer